“Human Resources Management in Education Sector: A Study of Primary Education in Parbhani District of Maharashtra State”

A

PROPOSAL

SUBMITTED TO THE

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED.

FOR AWARD OF THE

DEGREE OF DOCTOR OF PHILOSOPHY IN

COMMERCE

UNDER THE FACULTY OF COMMERCE

BY

BORGAVE V.K.

M.Com. SET.

(Assistant Teacher)

Z.P.C.P.S.Sawargaon Kh.Tq.Manvat,

Dist.Parbhani.431401.

UNDER THE GUIDANCE OF

Dr.P.B.KHARAT

M.Com., DBM., M.A. (Eco.), B.Ed., Ph.D.

(Assistant Professor)

Shri.Shivaji College, Basmat Road, Parbhani.431401.

July 2017

"Human Resources Management in Education Sector: A Study of Primary Education in Parbhani District of Maharashtra State"

1. Introduction:

Human Resource is the wealth of nation. It is one of the most important factors of production of all goods and services. The development of country depends on their human resource. Which country has human resource good, skillful, artificial, personality developed, that country will highly be developed. Its growth rate will be high and Human Development Index will be high, such as USA, Britain, Singapore, Canada etc.

India has large population, also it's known as youngest country in the world, because of there is 65% population (Human Being) in the age between 15 to 65 years, so India is the youngest country in the world. But that human being required for making them skillful and artificial.

Education makes permanent changes in human being. It has specific aims and objectives required for the person. The British introduced the education in India only with the aim by making person for work and to assist them. An ancient India had Gurukul system of education. The modern India so many changes are taken place in the education system. There is a difference between the British Indian education system and modern Indian education system. The British Indian education make human for work and modern Indian education make a person for their life.

Now the aim of the present education system makes a person for their better life. It means the personality development, skill development,

entrepreneurship development are required in human resources through the education process.

Education comes both under the state government and central Government. It means the administration of the education is under the Government and Central Government. Education system has specific objectives for the level of primary, middle and higher education.

Primary education makes a platform for higher education also their life. Like the skill development, personality development. At the level of primary education are common objectives for all. The Education makes a change in the student. Changes will be taken place by the government with the help of skillful human resource, with the help of qualified teachers.

Skillful human resource is required in education system for getting aims and objectives of the education. Teacher makes the important role in education system. Teachers are the human resources in education system who gives the service for making future of the country therefore teachers must be skillful for the teaching, learning and evaluation process. So the Human Resource Management plays vital role in the education process. HRM is the commerce subject. There is need to analyze the teachers qualifications and skill of their teaching. So the researcher has selected that topic for research.

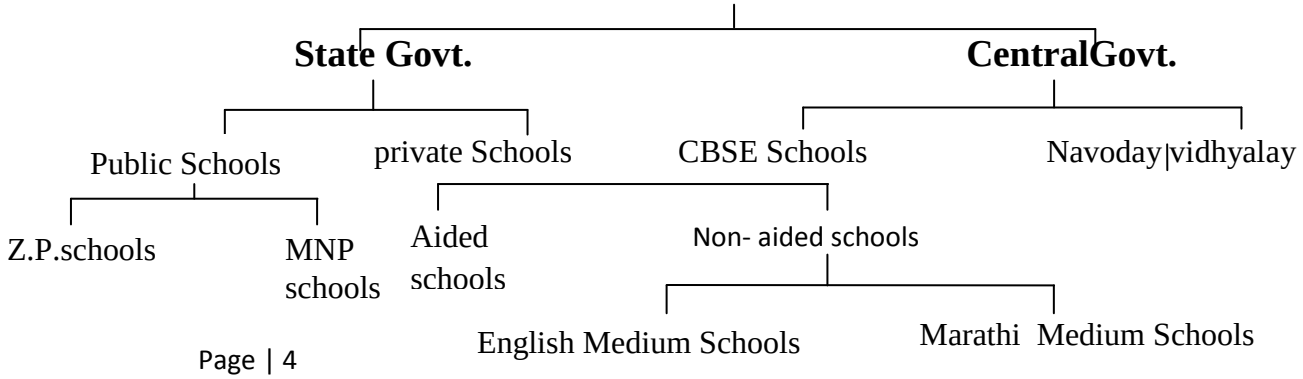
In the present study Researcher focus on the Human Resource Management of primary education in Parbhani district only. It comes in Marathwada region affiliated to Maharashtra State. Before the operation Polo (Marathwada Muktisangram), Parbhani was the part of Nizam State (Hyderabad Sansthan).There was no freedom for personal development. So the Marathwada region was less developed. After the Operation polo on 17thSup.1948 the Marathwada became a part of Mumbai region and on

1st may 1960 the Marathwada became one of region of Maharashtra State. At that time there were only two Higher education institutes: Milind collage from Aurangabad and Peoples collage from Nanded. After the establishment of Maharashtra state there many higher education institute were registered, such: Dayanand College from Aurangabad, Yeshwant College from Nanded, Shivaji College from Parbhani etc. Marathwada is less developed comparing with Mumbai Region, West Maharashtra and Vidarbha, because of the historical, Geographical, Economical, agricultural backwardness. Parbhani is one of districts in Marathwada Region. Parbhani is a developing district also the Human Development Index is less.

There is need more development the skill of human resource in all sectors, Education, Agriculture, Entrepreneur etc. what will be done by the education? Education is required to make good Human Resource in Marathwada region. So Researcher has selected the Parbhani District for research.

The present study is an analytical study of human resource management in primary education. In Parbhani District controls the primary education in different institutions, like the state Government, Central Government, Zilla Parishad, Municipalities, Public and Private. So, researcher has to analyze all of them, like analysis of teachers (HRM), administration, Infrastructure, skill development programs.

*** Administration &Number of Primary School in Parbhani District.**



2. Need and Significance of the Study:

By the Indian constitution Art.21A, the primary education is the fundamental right of child (6 to 14 year), also mentioned in the child development program of UNO, like that.

Student is the central point of the education system. The Govt. must provide not only the quantitative but also qualitative progress of the student. But there are many difficulties taken place in the education system. The administration is divided into different levels: ZP school Municipal Schools, Private (aided and non-aided) schools, Central CBSE Schools and English Medium Schools.

The quality of the all educational institute are not same because of the administration, payment, infrastructure, physical instrument, teaching learning languages, syllabus of the state Govt. and Central Govt. are different.

The English medium schools and non-aided schools make charges on the student. So the Education of private schools is expensive. There are no regulations to appointment of the teachers and their remuneration in private schools. So the difficulties have taken place in education system.

3. Statement of the Problem:

The Researcher is making a study on Human Resource Management in education sector. The Researcher got some difficulties in primary education. These are following-

- Financial problem.
- Physical infrastructure.
- Irregularity of student.
- Qualification.
- Student teacher Ratio.
- Difficulties for getting salary and remuneration in non-granted schools.
- Parent not interested.
- Not maintaining proper recruitment, placement, appointment, training etc.

"Human Resources Management in Education Sector: A Study of Primary Education in Parbhani District of Maharashtra State."

4. Objective of the Study:

1. To study the role of Human resource management in development of Primary Education.
2. To study the basic requirement of infrastructure in Primary Education.
3. To study the training and recruitment process in Primary Education
4. To study the administrative pattern of primary education of the Parbhani District.
5. To study the role of in service training and pre-service training in

Teaching- learning process.

6. To compare the Human Resource Management in Government and Private -Schools.

4. Hypothesis of the Study:

H_0- There is no significant influence of demographic factors like age, gender, teaching experience, payment, education level on teaching skill.

H_1- There is significant influence of demographic factors like age, gender, teaching experience, payment, education level on teaching skill.

H_0- There is negative relationship of Human Resource Management between Government and Private Schools.

H_1- There is positive relationship of Human Resource Management between Government and Private Schools.

H_0- There is no significant influence of skill development program on teaching learning objectives.

H_1- There is significant influence of skill development program on teaching learning objectives.

H_0- There is no significant influence of infrastructure, administration, Financial structure on teaching learning process.

H_1- There is a significant influence of infrastructure, administration, financial structure on teaching learning process.

5. Research Methodology:

The present study is "Human Resources Management in Education Sector: A Study of Primary Education in Parbhani District." This is a field to survey of descriptive nature. It needs to survey and analyze the

Human Resources. This is an imperial survey. Therefore, the researcher has adopted a model based primary and secondary data.

6.1. Collection of Data:

6.1.1. Primary Data:

The researcher has selected primary survey for the purpose of collecting primary data which forms the one part of this study. The primary data has been collected with the help of a structured questionnaire specially designed for this purpose. The researcher has prepared sufficient questions to cover details regarding the teachers, Education systems, teaching and learning process. Primary data has been collected from Parbhani district by use of –

- Questionnaire
- Personal interviews
- Observation and personal visits.

Primary data collection will help to collect firsthand information and data could not be obtained from secondary sources.

6.1.2. Secondary Data:

The secondary data has been collected from sources already existing like –

- Research journals
- News papers
- Periodicals
- Magazines
- Government publications
- Department of education of Parbhani District.

- School records.
- Web sides, etc.
- Books.

6.1.3. Statistical Method used:

The collected data has been properly classified and analyzed with the help of statistical techniques such as.

Regression analysis:

To establish relation between two or more variables.

Co-relation:

To establish relation between two or more variables for the data availed.

Graphs:

For graphical presentation of the data.

Tabulation:

To tabulate data in tabular form for analysis.

7. Sample Design:

The present study is an empirical survey of descriptive type. Therefore, the researcher has used research methodology to suit an empirical survey. The method of strategic random sample selected by the convenience is used.

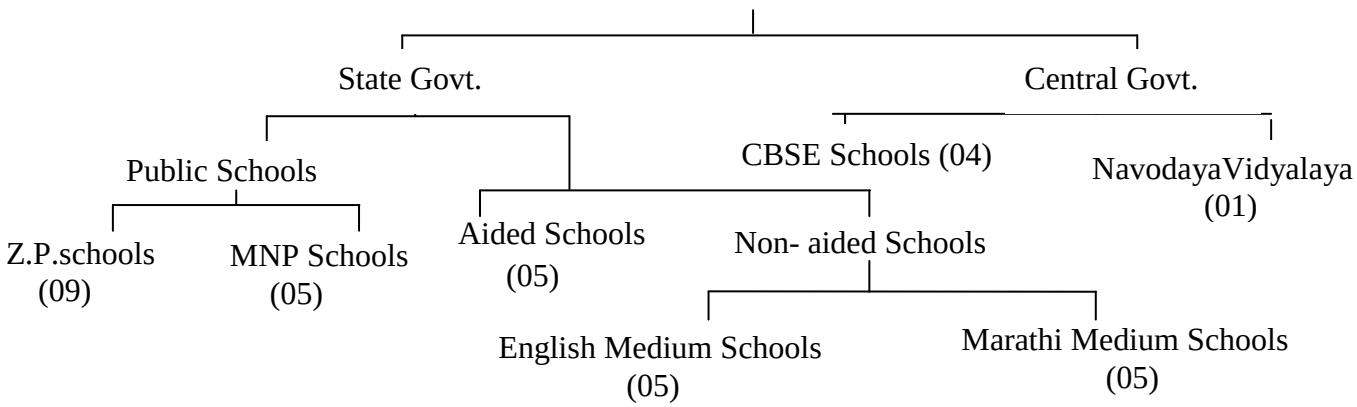
Due to time and cost consideration the research would be limited to Parbhani District only. There are nine Tahsils in the Parbhani district such as Parbhani, Purna, Manvat, Jintur, Selu, Pathri, Palam, Gangakhed, Sonpeth.

Out of these nine Tahsils the researcher has selected five Tahsils for study, like Parbhani, Purna, Manwath, selu, Gangakhed. Out of these

five Tahsils the researcher has selected 30 schools in each Tahsils (30 x 5 = 150). Out of these 30 schools each Tahsil Nine Z.P. Schools, Ten Private (aided and none aided)schools, Five English Medium Schools, Five Schools are Municipalities in eatch tahasil and One Navoday Vidyalaya, four CBSE pattern schools added. Absence of municipalities school in urban area ZP schools are selected for sample.

The researcher has selected 150 schools in various category and three teachers are selected in each school. (150 x 3 = 450) 450 teachers are the respondent.

Sample Design



8. **Period of the Study:**

The observations are made for the academic year 2012-13 to 2016-2017 to arrive at the conclusion.

9. Scope of the Study:

The present study focus on Human Resources Management in Education sector in Parbhani district only. It helps to understand administration of Parbhani district and compare Human Resource Management in various types of schools, like public and private schools, central Govt. and state Govt. schools etc. It helps to know the role of Muman Resource Management in development of Education Sector, The

basic requirement infrastructure. After studying present research, parents can get an idea about their child, which of them administration and education are good, public or private. It means the present study helps to get an idea about Human Resource in education sector.

10. Limitation of the Study:

- The area of this study covers human resource management in primary (standard first to eight) education in Parbhani district only.
- The study may not be generalized since it is based on the response of the sample.
- The present study is considered by time, cost, and physical limitation of the researcher.
- The present study is limited to 150 schools and the 450 teachers through random sampling.

11. Proposed Chapters scheme:

1. Introduction
2. Review of Literature.
3. Profile of Parbhani District.
4. Human Resource practices in Primary Education.
5. Human Resource Management for Primary Education.
6. Role of Human Resource Management in development of Infrastructure and performance in primary education.
7. Conclusion, suggestion and recommendation.

- **Bibliography :**

- Research methodology in commerce – C.R.Kothari, Ranjit Kumar

- Human resource management – S.Subbarao Himalaya Publication
- Education in India; Problems and Perspectives- M.Dash
- Human Resource Management- Ashwathapa,Himalya Publication.
- www.parbhani.gov.in.
- www.saral.education.gov.in.
- Loksatta, Indian express.

- **Questionnaire**

  Sample Questionnaire

Research Student
Mr. Borgave V.K.
M.Com. SET.
Assistant teacher.
ZPCPS sawargaon kh.,
Tq. Manvat Dist Parbhani.431401.

Research Guide
Dr. P.B.kharat
M.Com., DBM.,M.A.(Eco).,B.Ed.,Ph.D.
Assistant Professor,
Shrishivaji college,
Parbhani.431401.